

Stakeholder Engagement

Maintaining strong relationships with our stakeholders is critical to our success, including our ability to evaluate sustainability impacts and implement actions for positive change. We seek out opportunities for meaningful interaction to understand stakeholder perspectives, and to identify and address shared concerns.

Our engagements take many forms, including employee meetings, Community Engagement Days at our manufacturing sites, recruiting events, in-person meetings, investor engagements, and the use of our website and social media channels to share information and highlight key initiatives.

We provide multiple channels for employees to raise concerns or report suspected violations of corporate policies or the law. These include contacting supervisors, the Office of Compliance, or the Cabot hotline, which allows for confidential reporting. Reported concerns are reviewed and addressed through established internal processes, with escalation to senior management as appropriate. Manufacturing facilities maintain formal processes to engage with local communities, including Community Advisory Panels and Community Engagement Days.

We also engage suppliers and investors on ESG topics. Our Code of Business Ethics, Human Rights Policy, and Supplier Code of Conduct define expectations for responsible business practices. Investor communications provide opportunities to share information and receive feedback on ESG priorities, goals, and performance.

Stakeholders	Types of Engagement	Key Topics
Employees	Meetings, including Global All Hands meetings, executive briefings, training sessions, surveys, regular intranet communication, internal social media streams	Business performance, the value of our work, strategic initiatives and purpose, policy and organizational structure, benefits and compensation, collective bargaining, safety, sustainability, values and culture
Potential Employees	Social media, website, college campus visits, interviews, internships, job recruitment sites, employee referrals	Sustainability performance, company values and culture, community engagement, benefits, compensation
Communities	Plant visits, Community Engagement Days, sponsorships, engagement programs, Foundation activities, website, social media	Plant operations, safety, environmental stewardship, emergency response planning, compliance programs, emissions, community sponsorships, local engagement, environmental justice
Customers	Sales calls, surveys, technical information, exchanges, plant visits, complaint resolution, trade shows, trade magazines, social media, customer portals, website	Business performance, sustainability, satisfaction surveys, technical solutions, product quality and performance, cost, production plans, environmental data, product safety, regulatory information
Suppliers	Presentations, supplier agreements, performance assessments, supplier summits, trade shows, trade magazines, website	Performance criteria and expectations, sustainability, safety, Supplier Code of Conduct, human rights
Investors	Annual report, quarterly disclosures, annual meeting, individual meetings, social media, website, business and trade magazines	Business performance, strategy, execution, material disclosures, sustainability
Regulators	Plant visits, technical information exchanges, inspections	Compliance reporting, problem-solving, technical information, sustainability